

MEETING MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

A. Company name: VICEM BIM SON PACKAGING JOINT STOCK COMPANY

Address: Bim Son Ward, Thanh Hoa Province

Business registration number: 2800508928

B. Meeting start time: 09:00 AM, April 15, 2026

C. Location: Auditorium on the 3rd floor, administrative building of VICEM Bim Son Packaging Joint Stock Company, Bim Son Ward, Thanh Hoa Province.

D. Attendees: Members of the Board of Directors, members of the Supervisory Board, members of the Management Board, guests attending the General Meeting, shareholders and authorized representatives of shareholders of Vicem Bim Son Packaging Joint Stock Company (*according to the list of shareholders of the Company as of March 13, 2026*).

E. Personnel structure of the Presidium and supporting committees

The personnel structure of the Presidium and supporting committees of the General Meeting was approved by the General Meeting of Shareholders through a method of raising voting cards at the meeting, with 100% of the shareholders present voting in favor, specifically as follows:

1. Presidium:

- Ms. Nguyen Thi Kim Chi - Chairperson of the Board of Directors – Chairperson of the General Meeting;
- Mr. Trinh Van Dien - Member of the Board of Directors - Member of the Presidium;
- Mr. Nguyen Duc Son - Member of the Board of Directors - Member of the Presidium.

2. Secretariat:

- Ms. Le Thi Nhung - Company Secretary - Head of the Secretariat;
- Ms. Do Thi Trang - Member of the Supervisory Board - Member of the Secretariat.

3. Vote Counting and Election Committee:

- Mr. Nguyen Dinh Huy - Chief Accountant - Head of Committee;
- Ms. Phan Thi Minh Trang - Staff of the Finance and Accounting Department - Member;
- Ms. Tong Thi Hong Phuong - Staff of the Finance and Accounting Department - Member;
- Mr. Mai Van Nguyen - Member of the Supervisory Board - Member;
- Ms. Nguyen Thi Quynh - Staff member of the Planning and Technical Department - Member.

F. Conditions for holding the Meeting

Ms. Pham Thi Thu Huong, Head of the Shareholder Eligibility Verification Committee, reported on the results of the verification of shareholder eligibility to attend the 2026 Annual General Meeting. At the opening time (9:00 AM), there were 108 shareholders and authorized representatives attending the meeting, representing - 3.219.543 shares, accounting for 84,72% of the total. based on the total number of voting shares of the Company (3,800,000 shares), of which:

- Shareholders attending in person are 106 individuals, representing 1.357.543 shares, accounting for 35,72% of the total voting shares.
- Authorized representatives are 03 people, representing 1.862.000 shares, accounting for 49% of the total voting shares.

(Note: There are 01 people who are both shareholders attending the General Meeting in person and those who are authorized to attend the General Meeting, so the total number of shareholders attending the General Meeting is: 108).

In accordance with the law and the Company's Charter, the 2026 Annual General Meeting of Shareholders of Vicem Bim Son Packaging Joint Stock Company is eligible to proceed.

G. Meeting Agenda

1. The Presidium, Secretariat, and Vote Counting and Election Committee were unanimously approved by the General Meeting of Shareholders through a method of raising voting cards at the meeting, with 100% of the shareholders present voting in favor.

2. The agenda of the General Meeting was unanimously approved by the Shareholders' General Meeting through a method of raising voting cards, with 100% of the shareholders present voting in favor.

3. The Rules of Procedure of the General Meeting were unanimously approved by the General Meeting of Shareholders through a method of raising voting cards at the meeting, with 100% of the shareholders present voting in favor.

4. Submissions and reports presented at the Meeting

- Report on business performance in 2025 and business plan for 2026 (Report

No. 394/BC-BBBS dated April 11, 2026, from the Company Director).

- Report on the Board of Directors' performance in 2025 and the operational plan for 2026 (Report No. 395/BC-HĐQT dated April 11, 2026 of the Board of Directors).

- Report on the Supervisory Board's performance in 2025 and its operational plan for 2026. (Report No. 396/BC-BKS dated April 11, 2026, from the Supervisory Board);

- Report on the performance evaluation of the Company's Board of Directors in 2025 (Report No. 397/BC-BBBS dated April 11, 2026, by the Independent Member of the Board of Directors).

- Proposal for the approval of the audited financial statements for 2025 (Proposal No. 398/TTr-BBBS dated April 11, 2026, from the Board of Directors);

- Proposal for the approval of the Profit Distribution Plan for 2025 (Proposal No. 399/TTr-BBBS dated April 11, 2026, from the Board of Directors);

- Proposal on the approval of remuneration levles for the Board of Directors, Supervisory Board, and Company Secretary for 2025 and the remuneration plan for 2026 (Proposal No. 400/TTr-BBBS dated April 11, 2026, from the Board of Directors).

- Proposals on the selection of an auditing firm for the 2026 financial statements (Report No. 401/TTr-BKS dated April 11, 2026, from the Supervisory Board).

- Proposals on the list of related parties and related interests of the Company in 2025 and the first four months of 2026 (Report No. 402/BC-BBBS dated April 11, 2026, from the Company Director).

- Proposal for approval of the contract for the purchase and sale of KPK and PK cement bags with Bim Son Cement Joint Stock Company (Proposal No. 403/TTr-BBBS dated April 11, 2026, from the Board of Directors).

5. Discussion at the Meeting:

- The Chairman of the General Meeting invites shareholders to provide opinions on the reports and presentations at the meeting.

The other shareholders had no further comments or questions.

H. Resolution of the General Meeting of Shareholders

After reviewing the reports, proposals, and discussing related issues, the 2026 Annual General Meeting of Shareholders of Vicem Bim Son Packaging Joint Stock Company unanimously approved the following contents:

1. Approve the Report on Business Performance in 2025 and the Business Plan for 2026 as outlined in Report No. 394/BC-BBBS dated April 11, 2026 of the Company Director, with 3.219.813 voting shares in favor, representing 100% of the

total voting shares of all shareholders present and voting at the General Meeting.

a) Business performance results for 2025:

No.	Target	Unit	2025 Implemented
1.	Production output	Million shells	50,02
2.	Consumption volume	Million shells	49,99
3.	Total revenue	Million dong	267.511
4.	Profit before tax	Million dong	1.912
5.	Net profit after tax	Million dong	1.447
6.	EBITDA	Million dong	3.878
7.	RoE	%	1,64
8.	Budget payable	Million dong	2.848
9.	Dividend payout ratio	%	3

b) Business production plan for 2026:

No.	Target	Unit	Plan 2026
1.	Production output	Million shells	48,150
2.	Consumption volume	Million shells	48,150
3.	Total revenue	Million dong	256.906
4.	Profit before tax	Million dong	2.105
5.	Net profit after tax	Million dong	1.408
6.	EBITDA	Million dong	6.207
7.	RoE	%	1,60
8.	Budget payable	Million dong	3.520
9.	Dividend payout ratio	%	3

2. Approve the Board of Directors' Activity Report for 2025 and the activity plan for 2026 as outlined in Report No. 395 /BC -BBBS dated April 11, 2026 of the Company's Board of Directors, with 3.219.813 voting shares in favor, representing 100% of the total voting shares of all shareholders present and voting at the General Meeting.

3. Approve the Report on the performance of the Supervisory Board in 2025 and the plan of activities for 2026 as outlined in Report No. 396 /BC-BKS dated April 11, 2026 of the Supervisory Board, with 3.219.813 voting shares in favor, representing 100% of the total voting shares of all shareholders present and voting at

the General Meeting.

4. Approve the Report of the Independent Board Member on the activities of the Board of Directors in 2025, as outlined in Report No. 397 /BC-BBBS dated April 11, 2026 of Independent Board of Directors member, with 3.219.813 voting shares in favor, representing 100% of the total voting shares of all shareholders present and voting at the General Meeting.

5. Approve the audited financial statements for 2025 as outlined in Proposal No. 398/TTr-BBBS dated April 11, 2026 of the Board of Directors, with 3.219.813 voting shares in favor, representing 100% of the total voting shares of all shareholders present and voting at the General Meeting.

6. Approve the Profit Distribution Plan for 2025 as outlined in Proposal No. 399/TTr-BBBS dated April 11, 2026 of the Board of Directors, with 3.219.813 voting shares in favor, representing 100% of the total voting shares of all shareholders present and voting at the General Meeting.

Specifically, as follows:

No.	Items	Amount (VNĐ)
I	Owner's equity	38.000.000.000
II	Profit distribution	
1	Profit before tax realized in 2025	1.912.009.573
2	Corporate income tax payable	464.677.846
3	Undistributed after-tax profit	1.447.331.727
4	Dividend distribution for 2025 (3% in cash)	1.140.000.000
5	Allocate funds for rewards and welfare.	307.331.727
6	Establish a fund for manager bonuses.	0

7. Approve the remuneration levels for the Board of Directors and Supervisory Board in 2025 and the remuneration plan for 2026 as outlined in Proposal No. 400/TTr-BBBS dated April 11, 2026 of the Board of Directors, with 3.219.813 voting shares in favor, representing 100% of the total voting shares of all shareholders present and voting at the General Meeting.

7.1. Results of remuneration payments to the Board of Directors, Supervisory Board, Company Secretary, and salaries of the Director and other managers in 2025:

- Total remuneration for the Board of Directors, Supervisory Board, and Company Secretary in 2025: 420.000.000 VND has been paid.

- Salaries for the Director and other managers in 2025: To be implemented according to the Company's Salary Regulations.

7.2. Plan for remuneration of the Board of Directors, Supervisory Board, Company Secretary, and salaries of the Director and other managers in 2026:

No.	Job title	Remuneration (VND/person/month)
I	Board of Directors	
1	Chairman of the Board	6.000.000
2	Board Member	4.000.000
II	Supervisory Board	
1	Head of the Supervisory Board	4.000.000
2	Member of the Supervisory Board, Company Secretary	3.000.000
	Total	

8. Approve the selection of the auditing firm for 2026 as outlined in Proposal No. 401/TTr-BKS dated April 11, 2026 of the Supervisory Board, with 3.219.813 voting shares in favor, representing 100% of the total voting shares of all shareholders present and voting at the General Meeting.

9. Approve the signing of a contract for the purchase and sale of KPK and PK cement bags with Bim Son Cement Joint Stock Company, as outlined in Proposal No. 403/TTr-BBBS dated April 11, 2026 of the Company's Board of Directors, with 1.357.813 voting shares in favor, representing 100% of the total voting shares of all shareholders present and voting at the General Meeting.

Regarding the content "Approval of signing the contract for the purchase and sale of KPK and PK packaging with Bim Son Cement Joint Stock Company", according to Clause 4, Article 167 of the 2020 Enterprise Law, VICEM is a shareholder with an interest related to the parties in the contract, and therefore does not have the right to vote on the aforementioned contracts at the General Meeting.

10. The Annual General Meeting of Shareholders concluded at 11 hours 20 minutes on the same day.

The contents of the meeting were recorded in Minutes and unanimously approved by the General Meeting of Shareholders. The Minutes consist of pages, are prepared in 02 copies, one copy is kept in the Document Office, and one copy is kept in the Secretariat.

Signature

The resolutions of the 2026 Annual General Meeting of Shareholders are in writing and notified to all shareholders in accordance with the law./.

**SECRETARIAT
PREFECT**



Le Thi Nhung

**O/B. GENERAL MEETING OF
SHAREHOLDERS
CHAIRPERSON**



Nguyen Thi Kim Chi